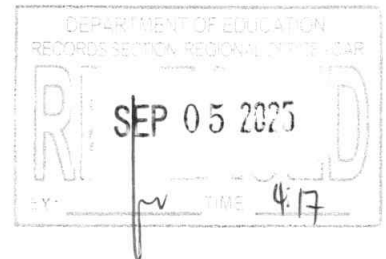




Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION



05 September 2025

REGIONAL MEMORANDUM
No. 656. 2025

**DISSEMINATION OF DM-OUHROD-2025-2424 " ORIENTATION ON THE
REVISED DEPED ORDER (DO) ON THE RESULTS-BASED PERFORMANCE
MANAGEMENT (RPMS) GUIDELINES FOR APPROVING AUTHORITIES**

To: Assistant Regional Director
Schools Division Superintendents
All Divisions
All Others Concerned


1. This Regional Memorandum is issued to disseminate **DM-OUHROD-2025-2424**, titled "**Orientation on the Revised DepEd Order (DO) on the Result-Based Performance Management System (RPMS) Guidelines for Approving Authorities.**"
2. The orientation activity will be conducted in multiple clusters. The session for the **cluster including CAR** is scheduled on **October 7-9, 2025** (inclusive of travel dates) and will be held in **Metro Manila**.
3. Identified participants are requested to register on or before **September 22, 2025**. Please refer to the Annexes of the Enclosure, as follows:
 - **Annex A** – List of Participants
 - **Annex B** – Registration Process
4. For information, guidance and compliance.


ESTELA P. LEON-CARINO EdD, CESO III
Director IV/ Regional Director

Digitally signed by
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CARINO EdD, CESO III
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Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2025- 2424

TO: Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
All Others Concerned

FROM: 
WILFREDO E. CABRAL
Undersecretary
Human Resource and Organizational Development

SUBJECT: **ORIENTATION ON THE REVISED DEPED ORDER (DO) ON
THE RESULTS-BASED PERFORMANCE MANAGEMENT
(RPMS) GUIDELINES FOR APPROVING AUTHORITIES**

DATE: 22 August 2025

In alignment with the Department's commitment to strengthen its Performance Management and Evaluation System (PMES) and to support the attainment of Civil Service Commission (CSC) Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) Level III, the Bureau of Human Resource and Organizational Development, through the Human Resource Development Division (HRDD), will conduct a series of **Orientation-Training sessions on the Revised DepEd Order on the Results-based Performance Management (RPMS) Guidelines for Appointing Authorities.**

The series of orientation-training shall be as follows:

Activity Cluster/Batch	Participant Details	Schedule*	Venue*
Luzon Cluster: Regions NCR, CAR, I, II and III	<ul style="list-style-type: none">Schools Division Superintendents (SDS)/ Assistant SDS (ASDS)Regional Directors (RDs)/ Assistant RDs (ARDs)	October 7-9, 2025 (including travel dates)	Metro Manila

Activity Cluster/Batch	Participant Details	Schedule*	Venue*
Central Office	<ul style="list-style-type: none"> Bureau and Service Directors (Director IV or Director III) Assistant Secretaries Undersecretaries 	October 13, 2025	DepEd CO or to be conducted online via MS Teams platform
Luzon and Visayas Cluster: Regions IV-A, IV-B, V, VI, Negros Island and VII	<ul style="list-style-type: none"> SDS/ASDS RDs/ARDs 	October 15-17, 2025 (including travel dates)	Cebu
Visayas and Mindanao Cluster: Regions VIII, IX, X, XI, XII and CARAGA	<ul style="list-style-type: none"> SDS/ASDS RDs/ARDs 	October 28-30, 2025 (including travel dates)	Davao

*Schedule may be subject to change; exact venue to be announced in a separate advisory

These sessions aimed at orienting our Approving Authorities to be able to:

1. Identity and clarify the critical roles and responsibilities in the implementation of performance management policy in the Department;
2. Equip with the necessary tools, criteria and best practices for fair and effective performance reviews and evaluation;
3. Reinforce skills in conducting coaching and feedback mechanisms and professional development initiatives for performance enhancement; and
4. Understand the rationale for revising RPMS guidelines and discuss its possible key changes.

DepEd officials listed in **Annex A** are requested to participate in the orientation-trainings and are directed to review **Annex B** for the registration process not later than **22 September 2025** and pre-work assignment prior to the scheduled activities.

Meals and accommodation of the participants in the activities shall be provided by BHRD-HRDD, with the following details:

Activity Cluster/Batch	First Meal	Last Meal
Luzon Cluster: Regions NCR, CAR, I, II and III	Lunch October 7, 2025	Lunch October 9, 2025
Central Office	AM Snack October 13, 2025	PM Snack October 13, 2025
Luzon and Visayas Cluster: Regions IV-A, IV-B, V, VI, Negros Island and VII	Lunch October 15, 2025	Lunch October 17, 2025
Visayas and Mindanao Cluster: Regions VIII, IX, X, XI, XII and CARAGA	Lunch October 28, 2025	Lunch October 30, 2025

Travel expenses of the participants shall be charged against their local funds, while CO program management team and resource person shall be charged against OPDNTF Current Fund 2025, subject to existing budgeting, accounting, and auditing rules and regulations.

For questions and/or concerns, please contact BHROD-HRDD through **Ms. Patricia Noelle R. Bongalos** or **Ms. Ma. Mystica P. Esparas-Yu Oh** at telephone no. (02) 8470-6630 or email at bhrod.hrdd@deped.gov.ph.

For your action.

Annex A

List of Participants for the Orientation-Training on the Revised DepEd Order on the Results-Based Performance Management System

Luzon Cluster (Regions NCR, CAR, I, II & III)| October 7-9, 2025

Name	Position	Regional Office
1. Jocelyn DR. Andaya	Regional Director	NCR
2. Estela L. Cariño	Regional Director	CAR
3. Tolentino G. Aquino	Regional Director	I (Ilocos)
4. Benjamin D. Paragas	Regional Director	II
5. Ronnie S. Mallari	Regional Director	III
6. Cecille G. Carandang	Schools Division Superintendent	NCR - Caloocan City
7. Melody P. Cruz (OIC)	Schools Division Superintendent	NCR - Las Piñas City
8. Ma. Evalou Concepcion A. Agustin	Schools Division Superintendent	NCR - Makati City
9. Juan C. Obierna (OIC)	Schools Division Superintendent	NCR - Malabon City
10. Romela M. Cruz	Schools Division Superintendent	NCR - Mandaluyong City
11. Nerissa R. Lomeda (OIC)	Schools Division Superintendent	NCR - Manila City
12. Alejandro G. Ibanez	Schools Division Superintendent	NCR - Marikina City
13. Violeta M. Gonzales (OIC)	Schools Division Superintendent	NCR - Muntinlupa City
14. Meliton P. Zurbano	Schools Division Superintendent	NCR - Navotas City
15. Loreta B. Torrecampo	Schools Division Superintendent	NCR - Parañaque City
16. Joel T. Torrecampo	Schools Division Superintendent	NCR - Pasay City
17. Sheryll T. Gayola	Schools Division Superintendent	NCR - Pasig City
18. Carleen S. Sedilla	Schools Division Superintendent	NCR - Quezon City
19. Angelita P. Cornejo (OIC)	Schools Division Superintendent	NCR - San Juan City
20. Cynthia L. Ayles	Schools Division Superintendent	NCR - Taguig City - Pateros
21. Noel D. Bagano(OIC)	Schools Division Superintendent	NCR - Valenzuela City
22. Amador D. Garcia, Sr	Schools Division Superintendent	CAR - Abra
23. Irene S. Angway	Schools Division Superintendent	CAR - Apayao

Annex B

I. Participant's Registration Process

For confirmation of attendance, please accomplish the **Online Registration Form** on or **before 22 September 2025**:

Registration Link : <https://tinyurl.com/PMESOrientationTraining>

QR Code : 

II. Participant's Pre-Work Assignment

To prepare for an engaging and insightful session on performance management led by an esteemed adjunct faculty member from the Asian Institute of Management (AIM), all confirmed participants are required to read the article "***How to Conduct a Great Performance Review***" by Frank V. Cespedes prior to the workshop.

This article, published by Harvard Business Review, provides valuable insights into effective performance review practices and will serve as a foundation for our discussions.

Article Details:

- **Title:** How to Conduct a Great Performance Review
- **Author:** Frank V. Cespedes
- **Source:** Harvard Business Review
- **Link:** <https://hbr.org/2022/07/how-to-conduct-a-great-performance-review>

Note: The article is freely accessible on the Harvard Business Review website, unless you have already viewed three (3) articles this month, in which case a subscription may be required.